

RESOLUTION NO. 08-58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, REVISING THE PAY RANGES FOR JOB CLASSIFICATIONS REPRESENTED BY THE COSTA MESA CITY EMPLOYEES ASSOCIATION PURSUANT TO THE 2004-2009 MOU.

The City Council of the City of Costa Mesa does hereby resolve, determine and order as follows:

SECTION 1. The following pay ranges and monthly rates of pay for the identified job classifications are hereby established and placed under the Basic Salary Administration Plan effective August 31, 2008. The monthly rate of pay may also be in increments between the monthly minimum and maximum pay step.

Class Code	Class Title	Grade	Step							
			1	2	3	4	5	6	7	
0062	Accountant	644	\$5,032	\$5,284	\$5,548	\$5,826	\$6,117	\$6,423	\$6,744	Monthly
			\$60,384	\$63,408	\$66,576	\$69,912	\$73,404	\$77,076	\$80,928	Annual
			\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$37.06	\$38.91	Hourly
0061	Accounting Specialist I	577	\$3,497	\$3,672	\$3,855	\$4,048	\$4,251	\$4,463	\$4,686	Monthly
			\$41,964	\$44,064	\$46,260	\$48,576	\$51,012	\$53,556	\$56,232	Annual
			\$20.18	\$21.18	\$22.24	\$23.35	\$24.53	\$25.75	\$27.03	Hourly
0060	Accounting Specialist II	606	\$4,041	\$4,243	\$4,455	\$4,678	\$4,912	\$5,157	\$5,415	Monthly
			\$48,492	\$50,916	\$53,460	\$56,136	\$58,944	\$61,884	\$64,980	Annual
			\$23.31	\$24.48	\$25.70	\$26.99	\$28.34	\$29.75	\$31.24	Hourly
0066	Accounting Supervisor	697	\$6,460	\$6,783	\$7,122	\$7,478	\$7,852	\$8,245	\$8,657	Monthly
			\$77,520	\$81,396	\$85,464	\$89,736	\$94,224	\$98,940	\$103,884	Annual
			\$37.27	\$39.13	\$41.09	\$43.14	\$45.30	\$47.57	\$49.94	Hourly
0013	Administrative Secretary	590	\$3,778	\$3,967	\$4,165	\$4,373	\$4,592	\$4,822	\$5,063	Monthly
			\$45,336	\$47,604	\$49,980	\$52,476	\$55,104	\$57,864	\$60,756	Annual
			\$21.80	\$22.89	\$24.03	\$25.23	\$26.49	\$27.82	\$29.21	Hourly
0469	Animal Control Officer	617	\$4,579	\$4,808	\$5,049	\$5,301	\$5,566	\$5,844	\$6,137	Monthly
			\$54,948	\$57,696	\$60,588	\$63,612	\$66,792	\$70,128	\$73,644	Annual
			\$26.42	\$27.74	\$29.13	\$30.58	\$32.11	\$33.72	\$35.41	Hourly
0103	Assistant Engineer	672	\$5,720	\$6,006	\$6,306	\$6,621	\$6,952	\$7,300	\$7,665	Monthly
			\$68,640	\$72,072	\$75,672	\$79,452	\$83,424	\$87,600	\$91,980	Annual
			\$33.00	\$34.65	\$36.38	\$38.20	\$40.11	\$42.12	\$44.22	Hourly
0151	Assistant Planner	889	\$4,338	\$4,555	\$4,783	\$5,022	\$5,273	\$5,537	\$5,814	Monthly
			\$52,056	\$54,660	\$57,396	\$60,264	\$63,276	\$66,444	\$69,768	Annual
			\$25.03	\$26.28	\$27.59	\$28.97	\$30.42	\$31.94	\$33.54	Hourly

0808	Assistant Storekeeper	571	\$3,491	\$3,665	\$3,848	\$4,041	\$4,243	\$4,455	\$4,678	Monthly
			\$41,892	\$43,980	\$46,176	\$48,492	\$50,916	\$53,460	\$56,136	Annual
			\$20.14	\$21.14	\$22.20	\$23.31	\$24.48	\$25.70	\$26.99	Hourly
0104	Associate Engineer	699	\$6,766	\$7,104	\$7,460	\$7,832	\$8,224	\$8,635	\$9,067	Monthly
			\$81,192	\$85,248	\$89,520	\$93,984	\$98,688	\$103,620	\$108,804	Annual
			\$39.03	\$40.98	\$43.04	\$45.18	\$47.45	\$49.82	\$52.31	Hourly
0152	Associate Planner	649	\$5,090	\$5,344	\$5,612	\$5,892	\$6,187	\$6,496	\$6,821	Monthly
			\$61,080	\$64,128	\$67,344	\$70,704	\$74,244	\$77,952	\$81,852	Annual
			\$29.37	\$30.83	\$32.38	\$33.99	\$35.69	\$37.48	\$39.35	Hourly
0301	Assistant Recreation Supervisor	625	\$4,511	\$4,737	\$4,974	\$5,222	\$5,484	\$5,758	\$6,046	Monthly
			\$54,132	\$56,844	\$59,688	\$62,664	\$65,808	\$69,096	\$72,552	Annual
			\$26.03	\$27.33	\$28.70	\$30.13	\$31.64	\$33.22	\$34.88	Hourly
0412	Assistant Street Superintendent	881	\$6,273	\$6,586	\$6,916	\$7,261	\$7,625	\$8,006	\$8,406	Monthly
			\$75,276	\$79,032	\$82,992	\$87,132	\$91,500	\$96,072	\$100,872	Annual
			\$36.19	\$38.00	\$39.90	\$41.89	\$43.99	\$46.19	\$48.50	Hourly
0063	Budget Analyst	679	\$5,905	\$6,200	\$6,510	\$6,836	\$7,178	\$7,537	\$7,914	Monthly
			\$70,860	\$74,400	\$78,120	\$82,032	\$86,136	\$90,444	\$94,968	Annual
			\$34.07	\$35.77	\$37.56	\$39.44	\$41.41	\$43.48	\$45.66	Hourly
0809	Budget Specialist	891	\$4,908	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264	\$6,577	Monthly
			\$58,896	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168	\$78,924	Annual
			\$28.32	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14	\$37.94	Hourly
0132	Building Inspector	643	\$4,863	\$5,106	\$5,361	\$5,629	\$5,910	\$6,206	\$6,516	Monthly
			\$58,356	\$61,272	\$64,332	\$67,548	\$70,920	\$74,472	\$78,192	Annual
			\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.80	\$37.59	Hourly
0130	Building Technician	581	\$3,825	\$4,016	\$4,217	\$4,428	\$4,649	\$4,882	\$5,126	Monthly
			\$45,900	\$48,192	\$50,604	\$53,136	\$55,788	\$58,584	\$61,512	Annual
			\$22.07	\$23.17	\$24.33	\$25.55	\$26.82	\$28.17	\$29.57	Hourly
0131	Building Technician II	613	\$4,487	\$4,711	\$4,947	\$5,194	\$5,454	\$5,727	\$6,013	Monthly
			\$53,844	\$56,532	\$59,364	\$62,328	\$65,448	\$68,724	\$72,156	Annual
			\$25.89	\$27.18	\$28.54	\$29.97	\$31.47	\$33.04	\$34.69	Hourly
0088	Business License Inspector	850	\$4,042	\$4,245	\$4,457	\$4,680	\$4,914	\$5,159	\$5,417	Monthly
			\$48,504	\$50,940	\$53,484	\$56,160	\$58,968	\$61,908	\$65,004	Annual
			\$23.32	\$24.49	\$25.71	\$27.00	\$28.35	\$29.76	\$31.25	Hourly
0051	Buyer	857	\$4,615	\$4,846	\$5,088	\$5,343	\$5,610	\$5,891	\$6,185	Monthly
			\$55,380	\$58,152	\$61,056	\$64,116	\$67,320	\$70,692	\$74,220	Annual
			\$26.63	\$27.96	\$29.35	\$30.83	\$32.37	\$33.99	\$35.68	Hourly
0035	Central Services Supervisor	655	\$5,070	\$5,324	\$5,590	\$5,869	\$6,163	\$6,471	\$6,795	Monthly
			\$60,840	\$63,888	\$67,080	\$70,428	\$73,956	\$77,652	\$81,540	Annual
			\$29.25	\$30.72	\$32.25	\$33.86	\$35.56	\$37.33	\$39.20	Hourly

0123	Chief Construction Inspector	662	\$5,345	\$5,612	\$5,893	\$6,187	\$6,497	\$6,821	\$7,163	Monthly
			\$64,140	\$67,344	\$70,716	\$74,244	\$77,964	\$81,852	\$85,956	Annual
			\$30.84	\$32.38	\$34.00	\$35.69	\$37.48	\$39.35	\$41.33	Hourly
0110	Chief Plans Examiner	718	\$7,438	\$7,810	\$8,201	\$8,611	\$9,042	\$9,494	\$9,968	Monthly
			\$89,256	\$93,720	\$98,412	\$103,332	\$108,504	\$113,928	\$119,616	Annual
			\$42.91	\$45.06	\$47.31	\$49.68	\$52.17	\$54.77	\$57.51	Hourly
0126	Chief of Code Enforcement	664	\$5,397	\$5,667	\$5,951	\$6,248	\$6,561	\$6,889	\$7,233	Monthly
			\$64,764	\$68,004	\$71,412	\$74,976	\$78,732	\$82,668	\$86,796	Annual
			\$31.14	\$32.69	\$34.33	\$36.05	\$37.85	\$39.74	\$41.73	Hourly
0128	Chief of Inspection	681	\$5,876	\$6,170	\$6,478	\$6,802	\$7,142	\$7,499	\$7,874	Monthly
			\$70,512	\$74,040	\$77,736	\$81,624	\$85,704	\$89,988	\$94,488	Annual
			\$33.90	\$35.60	\$37.37	\$39.24	\$41.20	\$43.26	\$45.43	Hourly
0466	Civilian Investigator	628	\$4,747	\$4,985	\$5,234	\$5,495	\$5,770	\$6,059	\$6,362	Monthly
			\$56,964	\$59,820	\$62,808	\$65,940	\$69,240	\$72,708	\$76,344	Annual
			\$27.39	\$28.76	\$30.20	\$31.70	\$33.29	\$34.96	\$36.70	Hourly
0120	Code Enforcement Officer	626	\$4,466	\$4,689	\$4,924	\$5,170	\$5,428	\$5,700	\$5,985	Monthly
			\$53,592	\$56,268	\$59,088	\$62,040	\$65,136	\$68,400	\$71,820	Annual
			\$25.77	\$27.05	\$28.41	\$29.83	\$31.32	\$32.88	\$34.53	Hourly
0138	Combination Building Inspector	866	\$4,863	\$5,106	\$5,361	\$5,629	\$5,910	\$6,206	\$6,516	Monthly
			\$58,356	\$61,272	\$64,332	\$67,548	\$70,920	\$74,472	\$78,192	Annual
			\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.80	\$37.59	Hourly
0430	Communications Installer	858	\$4,366	\$4,584	\$4,813	\$5,054	\$5,307	\$5,572	\$5,850	Monthly
			\$52,392	\$55,008	\$57,756	\$60,648	\$63,684	\$66,864	\$70,200	Annual
			\$25.19	\$26.45	\$27.77	\$29.16	\$30.62	\$32.15	\$33.75	Hourly
0231	Communications Officer	616	\$4,312	\$4,527	\$4,754	\$4,991	\$5,241	\$5,503	\$5,778	Monthly
			\$51,744	\$54,324	\$57,048	\$59,892	\$62,892	\$66,036	\$69,336	Annual
			\$24.88	\$26.12	\$27.43	\$28.79	\$30.24	\$31.75	\$33.33	Hourly
0232	Communications Supervisor	645	\$4,982	\$5,231	\$5,492	\$5,767	\$6,055	\$6,358	\$6,676	Monthly
			\$59,784	\$62,772	\$65,904	\$69,204	\$72,660	\$76,296	\$80,112	Annual
			\$28.74	\$30.18	\$31.68	\$33.27	\$34.93	\$36.68	\$38.52	Hourly
0703	Community Services Specialist	582	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675	\$4,908	\$5,154	Monthly
			\$46,152	\$48,456	\$50,880	\$53,424	\$56,100	\$58,896	\$61,848	Annual
			\$22.19	\$23.30	\$24.46	\$25.68	\$26.97	\$28.32	\$29.73	Hourly
0040	Computer Oper/ Networking Supv	689	\$6,097	\$6,402	\$6,722	\$7,058	\$7,411	\$7,781	\$8,170	Monthly
			\$73,164	\$76,824	\$80,664	\$84,696	\$88,932	\$93,372	\$98,040	Annual
			\$35.18	\$36.93	\$38.78	\$40.72	\$42.76	\$44.89	\$47.13	Hourly
0121	Construction Inspector	867	\$4,863	\$5,106	\$5,361	\$5,629	\$5,910	\$6,206	\$6,516	Monthly
			\$58,356	\$61,272	\$64,332	\$67,548	\$70,920	\$74,472	\$78,192	Annual
			\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.80	\$37.59	Hourly

0100	Contract Administrator	691	\$6,288	\$6,603	\$6,933	\$7,279	\$7,643	\$8,026	\$8,427	Monthly
			\$75,456	\$79,236	\$83,196	\$87,348	\$91,716	\$96,312	\$101,124	Annual
			\$36.28	\$38.09	\$40.00	\$41.99	\$44.09	\$46.30	\$48.62	Hourly
0099	Crime Analyst	859	\$4,747	\$4,985	\$5,234	\$5,495	\$5,770	\$6,059	\$6,362	Monthly
			\$56,964	\$59,820	\$62,808	\$65,940	\$69,240	\$72,708	\$76,344	Annual
			\$27.39	\$28.76	\$30.20	\$31.70	\$33.29	\$34.96	\$36.70	Hourly
0467	Crime Prevention Specialist	852	\$4,489	\$4,714	\$4,949	\$5,197	\$5,457	\$5,730	\$6,016	Monthly
			\$53,868	\$56,568	\$59,388	\$62,364	\$65,484	\$68,760	\$72,192	Annual
			\$25.90	\$27.20	\$28.55	\$29.98	\$31.48	\$33.06	\$34.71	Hourly
0189	Crime Scene Investigation Supv*	50	\$6,872	\$7,216	\$7,576	\$7,955	\$8,353	\$8,771	\$9,209	Monthly
			\$82,464	\$86,592	\$90,912	\$95,460	\$100,236	\$105,252	\$110,508	Annual
			\$39.65	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	Hourly
0465	Crime Scene Specialist	638	\$4,654	\$4,886	\$5,131	\$5,387	\$5,657	\$5,939	\$6,236	Monthly
			\$55,848	\$58,632	\$61,572	\$64,644	\$67,884	\$71,268	\$74,832	Annual
			\$26.85	\$28.19	\$29.60	\$31.08	\$32.64	\$34.26	\$35.98	Hourly
0705	Custody Officer	854	\$4,579	\$4,808	\$5,049	\$5,301	\$5,566	\$5,844	\$6,137	Monthly
			\$54,948	\$57,696	\$60,588	\$63,612	\$66,792	\$70,128	\$73,644	Annual
			\$26.42	\$27.74	\$29.13	\$30.58	\$32.11	\$33.72	\$35.41	Hourly
0021	Deputy City Clerk	656	\$5,056	\$5,309	\$5,574	\$5,853	\$6,146	\$6,453	\$6,776	Monthly
			\$60,672	\$63,708	\$66,888	\$70,236	\$73,752	\$77,436	\$81,312	Annual
			\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	Hourly
0134	Electrical Inspector	868	\$4,863	\$5,106	\$5,361	\$5,629	\$5,910	\$6,206	\$6,516	Monthly
			\$58,356	\$61,272	\$64,332	\$67,548	\$70,920	\$74,472	\$78,192	Annual
			\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.80	\$37.59	Hourly
0431	Electronics Technician	875	\$5,436	\$5,708	\$5,993	\$6,293	\$6,608	\$6,938	\$7,285	Monthly
			\$65,232	\$68,496	\$71,916	\$75,516	\$79,296	\$83,256	\$87,420	Annual
			\$31.36	\$32.93	\$34.58	\$36.31	\$38.12	\$40.03	\$42.03	Hourly
0221	Emergency Medical Services Coordinator	706	\$6,738	\$7,075	\$7,428	\$7,800	\$8,190	\$8,599	\$9,029	Monthly
			\$80,856	\$84,900	\$89,136	\$93,600	\$98,280	\$103,188	\$108,348	Annual
			\$38.87	\$40.82	\$42.85	\$45.00	\$47.25	\$49.61	\$52.09	Hourly
0234	Emergency Services Training Specialist	860	\$4,567	\$4,795	\$5,035	\$5,287	\$5,551	\$5,829	\$6,120	Monthly
			\$54,804	\$57,540	\$60,420	\$63,444	\$66,612	\$69,948	\$73,440	Annual
			\$26.35	\$27.66	\$29.05	\$30.50	\$32.03	\$33.63	\$35.31	Hourly
0101	Engineering Technician I	591	\$4,021	\$4,222	\$4,433	\$4,654	\$4,887	\$5,131	\$5,388	Monthly
			\$48,252	\$50,664	\$53,196	\$55,848	\$58,644	\$61,572	\$64,656	Annual
			\$23.20	\$24.36	\$25.58	\$26.85	\$28.19	\$29.60	\$31.08	Hourly
0102	Engineering Technician II	853	\$4,487	\$4,711	\$4,947	\$5,194	\$5,454	\$5,727	\$6,013	Monthly
			\$53,844	\$56,532	\$59,364	\$62,328	\$65,448	\$68,724	\$72,156	Annual
			\$25.89	\$27.18	\$28.54	\$29.97	\$31.47	\$33.04	\$34.69	Hourly

0116	Engineering Technician III	632	\$4,933	\$5,180	\$5,439	\$5,711	\$5,996	\$6,296	\$6,611	Monthly
			\$59,196	\$62,160	\$65,268	\$68,532	\$71,952	\$75,552	\$79,332	Annual
			\$28.46	\$29.88	\$31.38	\$32.95	\$34.59	\$36.32	\$38.14	Hourly
0440	Equipment Mechanic I	570	\$3,386	\$3,556	\$3,733	\$3,920	\$4,116	\$4,322	\$4,538	Monthly
			\$40,632	\$42,672	\$44,796	\$47,040	\$49,392	\$51,864	\$54,456	Annual
			\$19.53	\$20.52	\$21.54	\$22.62	\$23.75	\$24.93	\$26.18	Hourly
0441	Equipment Mechanic II	851	\$4,053	\$4,255	\$4,468	\$4,692	\$4,926	\$5,173	\$5,431	Monthly
			\$48,636	\$51,060	\$53,616	\$56,304	\$59,112	\$62,076	\$65,172	Annual
			\$23.38	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84	\$31.33	Hourly
0445	Equipment Mechanic III	856	\$4,366	\$4,584	\$4,814	\$5,054	\$5,307	\$5,572	\$5,851	Monthly
			\$52,392	\$55,008	\$57,768	\$60,648	\$63,684	\$66,864	\$70,212	Annual
			\$25.19	\$26.45	\$27.77	\$29.16	\$30.62	\$32.15	\$33.76	Hourly
0014	Executive Secretary	609	\$4,154	\$4,362	\$4,580	\$4,809	\$5,049	\$5,302	\$5,567	Monthly
			\$49,848	\$52,344	\$54,960	\$57,708	\$60,588	\$63,624	\$66,804	Annual
			\$23.97	\$25.17	\$26.42	\$27.74	\$29.13	\$30.59	\$32.12	Hourly
0447	Facilities & Equipment Supervisor	882	\$6,273	\$6,586	\$6,916	\$7,261	\$7,625	\$8,006	\$8,406	Monthly
			\$75,276	\$79,032	\$82,992	\$87,132	\$91,500	\$96,072	\$100,872	Annual
			\$36.19	\$38.00	\$39.90	\$41.89	\$43.99	\$46.19	\$48.50	Hourly
0407	Facilities Maintenance Technician	589	\$3,936	\$4,133	\$4,340	\$4,557	\$4,785	\$5,024	\$5,275	Monthly
			\$47,232	\$49,596	\$52,080	\$54,684	\$57,420	\$60,288	\$63,300	Annual
			\$22.71	\$23.84	\$25.04	\$26.29	\$27.61	\$28.98	\$30.43	Hourly
0218	Fire Protection Analyst	876	\$5,687	\$5,972	\$6,270	\$6,584	\$6,913	\$7,258	\$7,621	Monthly
			\$68,244	\$71,664	\$75,240	\$79,008	\$82,956	\$87,096	\$91,452	Annual
			\$32.81	\$34.45	\$36.17	\$37.98	\$39.88	\$41.87	\$43.97	Hourly
0215	Fire Protection Specialist	861	\$4,567	\$4,795	\$5,035	\$5,287	\$5,551	\$5,829	\$6,120	Monthly
			\$54,804	\$57,540	\$60,420	\$63,444	\$66,612	\$69,948	\$73,440	Annual
			\$26.35	\$27.66	\$29.05	\$30.50	\$32.03	\$33.63	\$35.31	Hourly
0065	Grant Administrator	877	\$5,905	\$6,200	\$6,510	\$6,836	\$7,178	\$7,537	\$7,914	Monthly
			\$70,860	\$74,400	\$78,120	\$82,032	\$86,136	\$90,444	\$94,968	Annual
			\$34.07	\$35.77	\$37.56	\$39.44	\$41.41	\$43.48	\$45.66	Hourly
0029	Graphics Designer	610	\$4,050	\$4,252	\$4,465	\$4,688	\$4,923	\$5,169	\$5,427	Monthly
			\$48,600	\$51,024	\$53,580	\$56,256	\$59,076	\$62,028	\$65,124	Annual
			\$23.37	\$24.53	\$25.76	\$27.05	\$28.40	\$29.82	\$31.31	Hourly
0446	Lead Equipment Mechanic	869	\$4,922	\$5,169	\$5,427	\$5,698	\$5,983	\$6,282	\$6,597	Monthly
			\$59,064	\$62,028	\$65,124	\$68,376	\$71,796	\$75,384	\$79,164	Annual
			\$28.40	\$29.82	\$31.31	\$32.87	\$34.52	\$36.24	\$38.06	Hourly
0409	Lead Facilities Maintenance Tech	863	\$4,627	\$4,858	\$5,101	\$5,356	\$5,624	\$5,905	\$6,200	Monthly
			\$55,524	\$58,296	\$61,212	\$64,272	\$67,488	\$70,860	\$74,400	Annual
			\$26.69	\$28.03	\$29.43	\$30.90	\$32.45	\$34.07	\$35.77	Hourly

0405	Lead Maintenance Worker	864	\$4,627	\$4,858	\$5,101	\$5,356	\$5,624	\$5,905	\$6,200	Monthly
			\$55,524	\$58,296	\$61,212	\$64,272	\$67,488	\$70,860	\$74,400	Annual
			\$26.69	\$28.03	\$29.43	\$30.90	\$32.45	\$34.07	\$35.77	Hourly
0402	Maintenance Assistant	550	\$3,166	\$3,325	\$3,491	\$3,666	\$3,849	\$4,041	\$4,243	Monthly
			\$37,992	\$39,900	\$41,892	\$43,992	\$46,188	\$48,492	\$50,916	Annual
			\$18.27	\$19.18	\$20.14	\$21.15	\$22.21	\$23.31	\$24.48	Hourly
0406	Maintenance Supervisor	670	\$5,427	\$5,699	\$5,984	\$6,283	\$6,597	\$6,927	\$7,273	Monthly
			\$65,124	\$68,388	\$71,808	\$75,396	\$79,164	\$83,124	\$87,276	Annual
			\$31.31	\$32.88	\$34.52	\$36.25	\$38.06	\$39.96	\$41.96	Hourly
0403	Maintenance Worker	846	\$3,498	\$3,673	\$3,856	\$4,049	\$4,252	\$4,464	\$4,688	Monthly
			\$41,976	\$44,076	\$46,272	\$48,588	\$51,024	\$53,568	\$56,256	Annual
			\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75	\$27.05	Hourly
0074	Management Analyst	872	\$5,344	\$5,611	\$5,892	\$6,186	\$6,496	\$6,821	\$7,162	Monthly
			\$64,128	\$67,332	\$70,704	\$74,232	\$77,952	\$81,852	\$85,944	Annual
			\$30.83	\$32.37	\$33.99	\$35.69	\$37.48	\$39.35	\$41.32	Hourly
0001	Messenger	501	\$3,172	\$3,330	\$3,497	\$3,672	\$3,855	\$4,048	\$4,250	Monthly
			\$38,064	\$39,960	\$41,964	\$44,064	\$46,260	\$48,576	\$51,000	Annual
			\$18.30	\$19.21	\$20.18	\$21.18	\$22.24	\$23.35	\$24.52	Hourly
0041	Network Administrator	631	\$5,800	\$6,090	\$6,394	\$6,714	\$7,050	\$7,402	\$7,772	Monthly
			\$69,600	\$73,080	\$76,728	\$80,568	\$84,600	\$88,824	\$93,264	Annual
			\$33.46	\$35.13	\$36.89	\$38.73	\$40.67	\$42.70	\$44.84	Hourly
0006	Office Coordinator	848	\$3,816	\$4,007	\$4,208	\$4,418	\$4,639	\$4,871	\$5,114	Monthly
			\$45,792	\$48,084	\$50,496	\$53,016	\$55,668	\$58,452	\$61,368	Annual
			\$22.02	\$23.12	\$24.28	\$25.49	\$26.76	\$28.10	\$29.50	Hourly
0003	Office Specialist	525	\$2,770	\$2,908	\$3,053	\$3,206	\$3,366	\$3,535	\$3,711	Monthly
			\$33,240	\$34,896	\$36,636	\$38,472	\$40,392	\$42,420	\$44,532	Annual
			\$15.98	\$16.78	\$17.61	\$18.50	\$19.42	\$20.39	\$21.41	Hourly
0004	Office Specialist I	545	\$3,059	\$3,212	\$3,373	\$3,542	\$3,719	\$3,905	\$4,100	Monthly
			\$36,708	\$38,544	\$40,476	\$42,504	\$44,628	\$46,860	\$49,200	Annual
			\$17.65	\$18.53	\$19.46	\$20.43	\$21.46	\$22.53	\$23.65	Hourly
0005	Office Specialist II	845	\$3,298	\$3,463	\$3,636	\$3,818	\$4,009	\$4,209	\$4,420	Monthly
			\$39,576	\$41,556	\$43,632	\$45,816	\$48,108	\$50,508	\$53,040	Annual
			\$19.03	\$19.98	\$20.98	\$22.03	\$23.13	\$24.28	\$25.50	Hourly
0031	Offset Press Operator I	847	\$3,540	\$3,717	\$3,903	\$4,098	\$4,303	\$4,518	\$4,744	Monthly
			\$42,480	\$44,604	\$46,836	\$49,176	\$51,636	\$54,216	\$56,928	Annual
			\$20.42	\$21.44	\$22.52	\$23.64	\$24.83	\$26.07	\$27.37	Hourly
0034	Offset Press Operator II	595	\$3,758	\$3,946	\$4,143	\$4,350	\$4,568	\$4,796	\$5,036	Monthly
			\$45,096	\$47,352	\$49,716	\$52,200	\$54,816	\$57,552	\$60,432	Annual
			\$21.68	\$22.77	\$23.90	\$25.10	\$26.35	\$27.67	\$29.05	Hourly

0028	Permit Processing Specialist	569	\$3,450	\$3,622	\$3,803	\$3,993	\$4,193	\$4,403	\$4,623	Monthly
			\$41,400	\$43,464	\$45,636	\$47,916	\$50,316	\$52,836	\$55,476	Annual
			\$19.90	\$20.90	\$21.94	\$23.04	\$24.19	\$25.40	\$26.67	Hourly
0039	Personal Computer/ Network Assistant	849	\$3,758	\$3,946	\$4,143	\$4,350	\$4,568	\$4,796	\$5,036	Monthly
			\$45,096	\$47,352	\$49,716	\$52,200	\$54,816	\$57,552	\$60,432	Annual
			\$21.68	\$22.77	\$23.90	\$25.10	\$26.35	\$27.67	\$29.05	Hourly
0109	Plan Check Engineer	883	\$7,041	\$7,393	\$7,763	\$8,151	\$8,558	\$8,986	\$9,435	Monthly
			\$84,492	\$88,716	\$93,156	\$97,812	\$102,696	\$107,832	\$113,220	Annual
			\$40.62	\$42.65	\$44.79	\$47.03	\$49.37	\$51.84	\$54.43	Hourly
0114	Plan Checker	886	\$5,596	\$5,875	\$6,169	\$6,478	\$6,801	\$7,141	\$7,499	Monthly
			\$67,152	\$70,500	\$74,028	\$77,736	\$81,612	\$85,692	\$89,988	Annual
			\$32.28	\$33.89	\$35.59	\$37.37	\$39.24	\$41.20	\$43.26	Hourly
0095	Police Records Administrator*	52	\$7,387	\$7,757	\$8,145	\$8,552	\$8,979	\$9,428	\$9,900	Monthly
			\$88,644	\$93,084	\$97,740	\$102,624	\$107,748	\$113,136	\$118,800	Annual
			\$42.62	\$44.75	\$46.99	\$49.34	\$51.80	\$54.39	\$57.12	Hourly
0461	Police Records Bureau Supervisor*	842	\$6,872	\$7,216	\$7,576	\$7,955	\$8,353	\$8,771	\$9,209	Monthly
			\$82,464	\$86,592	\$90,912	\$95,460	\$100,236	\$105,252	\$110,508	Annual
			\$39.65	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	Hourly
0012	Police Records Shift Supervisor	594	\$4,079	\$4,283	\$4,497	\$4,722	\$4,958	\$5,206	\$5,466	Monthly
			\$48,948	\$51,396	\$53,964	\$56,664	\$59,496	\$62,472	\$65,592	Annual
			\$23.53	\$24.71	\$25.94	\$27.24	\$28.60	\$30.03	\$31.53	Hourly
0010	Police Records Technician	546	\$3,211	\$3,372	\$3,541	\$3,718	\$3,903	\$4,099	\$4,304	Monthly
			\$38,532	\$40,464	\$42,492	\$44,616	\$46,836	\$49,188	\$51,648	Annual
			\$18.53	\$19.45	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	Hourly
0460	Police Training Administrator*	844	\$7,387	\$7,757	\$8,145	\$8,552	\$8,979	\$9,428	\$9,900	Monthly
			\$88,644	\$93,084	\$97,740	\$102,624	\$107,748	\$113,136	\$118,800	Annual
			\$42.62	\$44.75	\$46.99	\$49.34	\$51.80	\$54.39	\$57.12	Hourly
0459	Police Training Assistant	862	\$4,910	\$5,156	\$5,414	\$5,684	\$5,968	\$6,267	\$6,580	Monthly
			\$58,920	\$61,872	\$64,968	\$68,208	\$71,616	\$75,204	\$78,960	Annual
			\$28.33	\$29.75	\$31.23	\$32.79	\$34.43	\$36.16	\$37.96	Hourly
0154	Principal Planner	704	\$6,695	\$7,030	\$7,381	\$7,750	\$8,138	\$8,545	\$8,972	Monthly
			\$80,340	\$84,360	\$88,572	\$93,000	\$97,656	\$102,540	\$107,664	Annual
			\$38.63	\$40.56	\$42.58	\$44.71	\$46.95	\$49.30	\$51.76	Hourly
0043	Programmer Analyst I	870	\$5,299	\$5,564	\$5,842	\$6,134	\$6,441	\$6,763	\$7,101	Monthly
			\$63,588	\$66,768	\$70,104	\$73,608	\$77,292	\$81,156	\$85,212	Annual
			\$30.57	\$32.10	\$33.70	\$35.39	\$37.16	\$39.02	\$40.97	Hourly
0044	Programmer Analyst II	692	\$6,372	\$6,691	\$7,026	\$7,377	\$7,746	\$8,133	\$8,540	Monthly
			\$76,464	\$80,292	\$84,312	\$88,524	\$92,952	\$97,596	\$102,480	Annual
			\$36.76	\$38.60	\$40.53	\$42.56	\$44.69	\$46.92	\$49.27	Hourly

463	Property/Evidence Specialist	623	\$4,318 \$51,816 \$24.91	\$4,534 \$54,408 \$26.16	\$4,761 \$57,132 \$27.47	\$4,999 \$59,988 \$28.84	\$5,249 \$62,988 \$30.28	\$5,512 \$66,144 \$31.80	\$5,787 \$69,444 \$33.39	Monthly Annual Hourly
0462	Property/Evidence Supervisor*	843	\$6,872 \$82,464 \$39.65	\$7,216 \$86,592 \$41.63	\$7,576 \$90,912 \$43.71	\$7,955 \$95,460 \$45.89	\$8,353 \$100,236 \$48.19	\$8,771 \$105,252 \$50.60	\$9,209 \$110,508 \$53.13	Monthly Annual Hourly
0053	Purchasing Supervisor	879	\$6,460 \$77,520 \$37.27	\$6,783 \$81,396 \$39.13	\$7,122 \$85,464 \$41.09	\$7,478 \$89,736 \$43.14	\$7,852 \$94,224 \$45.30	\$8,245 \$98,940 \$47.57	\$8,657 \$103,884 \$49.94	Monthly Annual Hourly
0468	Range Master	855	\$4,579 \$54,948 \$26.42	\$4,808 \$57,696 \$27.74	\$5,049 \$60,588 \$29.13	\$5,301 \$63,612 \$30.58	\$5,566 \$66,792 \$32.11	\$5,844 \$70,128 \$33.72	\$6,137 \$73,644 \$35.41	Monthly Annual Hourly
0290	Recreation Coordinator	583	\$3,658 \$43,896 \$21.10	\$3,841 \$46,092 \$22.16	\$4,033 \$48,396 \$23.27	\$4,235 \$50,820 \$24.43	\$4,447 \$53,364 \$25.66	\$4,669 \$56,028 \$26.94	\$4,903 \$58,836 \$28.29	Monthly Annual Hourly
508	Recreation Specialist	890	\$2,809 \$33,708 \$16.21	\$2,949 \$35,388 \$17.01	\$3,097 \$37,164 \$17.87	\$3,251 \$39,012 \$18.76	\$3,414 \$40,968 \$19.70	\$3,585 \$43,020 \$20.68	\$3,764 \$45,168 \$21.72	Monthly Annual Hourly
0302	Recreation Supervisor	666	\$5,536 \$66,432 \$31.94	\$5,812 \$69,744 \$33.53	\$6,103 \$73,236 \$35.21	\$6,408 \$76,896 \$36.97	\$6,728 \$80,736 \$38.82	\$7,065 \$84,780 \$40.76	\$7,418 \$89,016 \$42.80	Monthly Annual Hourly
0064	Revenue Investment Specialist	639	\$4,908 \$58,896 \$28.32	\$5,153 \$61,836 \$29.73	\$5,411 \$64,932 \$31.22	\$5,682 \$68,184 \$32.78	\$5,966 \$71,592 \$34.42	\$6,264 \$75,168 \$36.14	\$6,577 \$78,924 \$37.94	Monthly Annual Hourly
0058	Revenue Supervisor	880	\$6,460 \$77,520 \$37.27	\$6,783 \$81,396 \$39.13	\$7,122 \$85,464 \$41.09	\$7,478 \$89,736 \$43.14	\$7,852 \$94,224 \$45.30	\$8,245 \$98,940 \$47.57	\$8,657 \$103,884 \$49.94	Monthly Annual Hourly
0067	Sr Accountant	663	\$5,533 \$66,396 \$31.92	\$5,809 \$69,708 \$33.51	\$6,100 \$73,200 \$35.19	\$6,405 \$76,860 \$36.95	\$6,725 \$80,700 \$38.80	\$7,061 \$84,732 \$40.74	\$7,414 \$88,968 \$42.77	Monthly Annual Hourly
0238	Sr Communications Officer	630	\$4,622 \$55,464 \$26.67	\$4,853 \$58,236 \$28.00	\$5,096 \$61,152 \$29.40	\$5,351 \$64,212 \$30.87	\$5,618 \$67,416 \$32.41	\$5,899 \$70,788 \$34.03	\$6,194 \$74,328 \$35.73	Monthly Annual Hourly
0233	Sr Communications Supervisor	667	\$5,559 \$66,708 \$32.07	\$5,837 \$70,044 \$33.68	\$6,129 \$73,548 \$35.36	\$6,435 \$77,220 \$37.13	\$6,757 \$81,084 \$38.98	\$7,095 \$85,140 \$40.93	\$7,449 \$89,388 \$42.98	Monthly Annual Hourly
0136	Senior Electrical Supervisor	873	\$5,374 \$64,488 \$31.00	\$5,643 \$67,716 \$32.56	\$5,925 \$71,100 \$34.18	\$6,221 \$74,652 \$35.89	\$6,532 \$78,384 \$37.68	\$6,859 \$82,308 \$39.57	\$7,202 \$86,424 \$41.55	Monthly Annual Hourly

0105	Senior Engineer	884	\$7,438	\$7,810	\$8,201	\$8,611	\$9,042	\$9,494	\$9,968	Monthly
			\$89,256	\$93,720	\$98,412	\$103,332	\$108,504	\$113,928	\$119,616	Annual
			\$42.91	\$45.06	\$47.31	\$49.68	\$52.17	\$54.77	\$57.51	Hourly
0432	Senior Lead Maintenance Worker	871	\$5,037	\$5,289	\$5,554	\$5,832	\$6,123	\$6,429	\$6,751	Monthly
			\$60,444	\$63,468	\$66,648	\$69,984	\$73,476	\$77,148	\$81,012	Annual
			\$29.06	\$30.51	\$32.04	\$33.65	\$35.33	\$37.09	\$38.95	Hourly
0410	Senior Maintenance Supervisor	687	\$5,908	\$6,204	\$6,514	\$6,840	\$7,182	\$7,541	\$7,918	Monthly
			\$70,896	\$74,448	\$78,168	\$82,080	\$86,184	\$90,492	\$95,016	Annual
			\$34.08	\$35.79	\$37.58	\$39.46	\$41.43	\$43.51	\$45.68	Hourly
0433	Senior Maintenance Technician	597	\$4,003	\$4,203	\$4,413	\$4,634	\$4,865	\$5,109	\$5,364	Monthly
			\$48,036	\$50,436	\$52,956	\$55,608	\$58,380	\$61,308	\$64,368	Annual
			\$23.09	\$24.25	\$25.46	\$26.73	\$28.07	\$29.48	\$30.95	Hourly
0404	Senior Maintenance Worker	587	\$3,807	\$3,998	\$4,198	\$4,407	\$4,628	\$4,859	\$5,102	Monthly
			\$45,684	\$47,976	\$50,376	\$52,884	\$55,536	\$58,308	\$61,224	Annual
			\$21.96	\$23.07	\$24.22	\$25.43	\$26.70	\$28.03	\$29.43	Hourly
0153	Senior Planner	878	\$5,970	\$6,268	\$6,582	\$6,911	\$7,257	\$7,619	\$8,000	Monthly
			\$71,640	\$75,216	\$78,984	\$82,932	\$87,084	\$91,428	\$96,000	Annual
			\$34.44	\$36.16	\$37.97	\$39.87	\$41.87	\$43.96	\$46.15	Hourly
0139	Sr Plumbing & Mech Inspector	874	\$5,374	\$5,643	\$5,925	\$6,221	\$6,532	\$6,859	\$7,202	Monthly
			\$64,488	\$67,716	\$71,100	\$74,652	\$78,384	\$82,308	\$86,424	Annual
			\$31.00	\$32.56	\$34.18	\$35.89	\$37.68	\$39.57	\$41.55	Hourly
0011	Sr Police Records Technician	561	\$3,460	\$3,633	\$3,814	\$4,005	\$4,205	\$4,415	\$4,636	Monthly
			\$41,520	\$43,596	\$45,768	\$48,060	\$50,460	\$52,980	\$55,632	Annual
			\$19.96	\$20.96	\$22.00	\$23.11	\$24.26	\$25.47	\$26.75	Hourly
0048	Senior Programmer Analyst	710	\$6,970	\$7,319	\$7,685	\$8,069	\$8,472	\$8,896	\$9,341	Monthly
			\$83,640	\$87,828	\$92,220	\$96,828	\$101,664	\$106,752	\$112,092	Annual
			\$40.21	\$42.23	\$44.34	\$46.55	\$48.88	\$51.32	\$53.89	Hourly
0050	Storekeeper	588	\$3,799	\$3,989	\$4,189	\$4,398	\$4,618	\$4,849	\$5,091	Monthly
			\$45,588	\$47,868	\$50,268	\$52,776	\$55,416	\$58,188	\$61,092	Annual
			\$21.92	\$23.01	\$24.17	\$25.37	\$26.64	\$27.98	\$29.37	Hourly
0046	Systems & Programming Supv	730	\$7,701	\$8,086	\$8,491	\$8,915	\$9,361	\$9,829	\$10,320	Monthly
			\$92,412	\$97,032	\$101,892	\$106,980	\$112,332	\$117,948	\$123,840	Annual
			\$44.43	\$46.65	\$48.99	\$51.43	\$54.01	\$56.71	\$59.54	Hourly
0089	Tax Auditing Specialist	865	\$4,908	\$5,153	\$5,411	\$5,682	\$5,966	\$6,264	\$6,577	Monthly
			\$58,896	\$61,836	\$64,932	\$68,184	\$71,592	\$75,168	\$78,924	Annual
			\$28.32	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14	\$37.94	Hourly

0240	Video Production Coordinator	657	\$5,312	\$5,577	\$5,856	\$6,149	\$6,456	\$6,779	\$7,118	Monthly
			\$63,744	\$66,924	\$70,392	\$73,788	\$77,472	\$81,348	\$85,416	Annual
	Effective 4/27/08		\$30.65	\$32.18	\$33.84	\$35.48	\$37.25	\$39.11	\$41.07	Hourly
0240	Video Production Coordinator	657	\$5,737	\$6,023	\$6,325	\$6,641	\$6,973	\$7,321	\$7,688	Monthly
			\$68,844	\$72,276	\$75,900	\$79,692	\$83,676	\$87,852	\$92,256	Annual
	Effective 8/31/08		\$33.10	\$34.75	\$36.49	\$38.31	\$40.23	\$42.24	\$44.35	Hourly
0241	Video Production Specialist	885	\$4,150	\$4,358	\$4,576	\$4,805	\$5,045	\$5,297	\$5,562	Monthly
			\$49,800	\$52,296	\$54,912	\$57,660	\$60,540	\$63,564	\$66,744	Annual
			\$23.94	\$25.14	\$26.40	\$27.72	\$29.11	\$30.56	\$32.09	Hourly

* Benchmarked to other Police Department classifications

SECTION 2: The City of Costa Mesa has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits to eligible City employees under the 2% at 55 formula. The City pays 7% of the employees' retirement contribution to CalPERS. The City shall pay each affected employee's CalPERS normal member contribution (as defined in §20677 of the California Government Code) into an individual employee account with CalPERS, pursuant to §20615 of the California Government Code, and will include this payment in the employee's compensation earnable that is reported to CalPERS, pursuant to §20023(c)(4) of the California Government Code.

The City agrees to implement procedures to amend the CalPERS Miscellaneous Plan to provide Government Code §21354.4 (2.5@55) retirement benefits to be effective on or about October 1, 2008. Pursuant to CalPERS regulations, this new formula will apply to all employees that are in active status on the date this amendment takes effect. This new formula will apply to each year of eligible service credited with the City of Costa Mesa.

Employees covered by this resolution shall contribute 1% of their salary towards the employee contribution and 2.52% of their salary towards the employer contribution for a total of 3.52% (the total cost of the 2.5% @ 55 CalPERS retirement benefit based on CalPERS actuarial data on November 14, 2007). To the extent permitted by CalPERS and the IRS regulations, this 3.52% contribution shall be implemented through payroll deduction on a pre-tax basis.

SECTION 3. The following are the rates of pay specified for special assignment, bilingual, and shift differential pay:

Bilingual Pay

Applicable to employees in the job classifications determined by the City Manager and when so assigned to use their bilingual abilities:

2.5% or 5% over assigned rate.

Night Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work a night (swing) shift schedule:

5% over assigned rate per shift.

Morning Shift Differential

Applicable to Costa Mesa City Employee Association-represented classifications assigned to work morning (graveyard) shift schedule:

10% over assigned rate per shift.

EMD Certification Pay

Applicable to Telecommunication Division employees trained, designated, and certified to utilize EMD techniques:

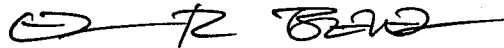
5% above assigned rate of pay.

Shorthand Assignment Pay

Applicable to Costa Mesa City Employee Association-represented employees in secretarial classifications who have successfully passed the City's shorthand test, and are annually certified by the Department Director as routinely utilizing the skill:

2.5% monthly assignment differential for each full month assigned by Department Director to utilize the skill.

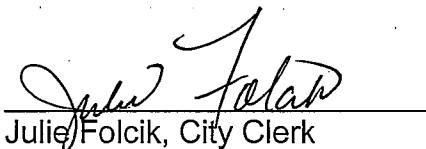
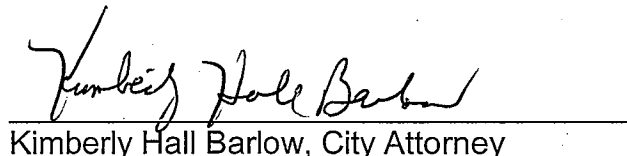
PASSED AND ADOPTED this 19th day of August, 2008.



Eric R. Bever, Mayor

ATTEST:

APPROVED AS TO FORM:


Julie Folcik, City Clerk
Kimberly Hall Barlow, City Attorney

STATE OF CALIFORNIA)
COUNTY OF ORANGE)
CITY OF COSTA MESA)

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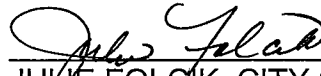
I, JULIE FOLCIK, City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 08-58 and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 19th day of August, 2008, by the following roll call vote, to wit:

AYES: COUNCIL MEMBERS: BEVER, MANSOOR, DIXON, FOLEY, LEECE

NOES: COUNCIL MEMBERS: NONE

ABSENT: COUNCIL MEMBERS: NONE

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 20th day of August, 2008.



JULIE FOLCIK, CITY CLERK

(SEAL)